

Personal Strengths - Clifton Strengths

IDEATION

People exceptionally talented in the ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all these reasons they derive a jolt of energy whenever a new idea occurs to them.

People with dynamic Ideation talents are spontaneously creative and bring new and fresh perspectives. They have a natural sense of innovation that defies conventional thinking. Their innovative approach to problems and projects can be a source of new and valuable ideas.

LEARNER

People exceptionally talented in the learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

People with strong Learner talents constantly strive to learn and improve. The process of learning is as important to them as the knowledge they gain. Learners are energized by the steady and deliberate journey from ignorance to competence. They are excited by the thrill of learning new facts, beginning a new subject, and mastering an important skill. Learning builds their confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than “getting there.”

People with strong Learner talents not only love to learn, but they also intuitively know how they learn best. They can learn quickly, and when focused, they can keep a group, team, and organization on the cutting edge.

ANALYTICAL

People exceptionally talented in the analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

People with strong Analytical talents challenge others to “Prove it.” They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another. How do they combine? What is the outcome? Does this outcome fit with the theory offered or the situation at hand? These are their questions. Others see them as logical and rigorous. Some may feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination that enables them to find the root causes and effects, and then develop clear thoughts based on facts.

Those with Analytical talents have valuable insights because they are able to uncover the essential facts needed for excellence in any endeavor. This type of thinking helps them and others become clearer about what excellence is and how it can be attained

SELF-ASSURANCE

People exceptionally talented in the self-assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Self-Assurance is similar to self-confidence. People with strong Self-Assurance talents have faith in their strengths and abilities. They know that they are able to take risks, to meet new challenges, to stake claims, and, most importantly, to deliver. But Self-Assurance is more than just self-confidence. People with dominant Self-Assurance talents have confidence not only in their abilities but in their judgment. They have an inner sense of certainty that affirms their direction and decisions. Like the keel of a ship, their strong Self Assurance talents can withstand many different pressures and keep them on their course.

People with strong Self-Assurance talents can lead the way. Because they deeply trust their own instincts, they can forge ahead confidently, even on risky paths. They can instill confidence in others and show initiative in the midst of turbulence and uncertainty.

COMMAND

People exceptionally talented in the command theme have presence. They can take control of a situation and make decisions.

People with strong Command talents naturally take charge. They see what needs to be done, and they are willing to speak up. They are not frightened by confrontation; rather, they understand that confrontation is the first step toward resolution. They need things to be clear among people and will challenge others to be realistic and honest. Their talent pushes them to take risks. At times, those with strong Command talents may intimidate others. And while some may resent this talent, others often willingly hand them the reins. People are drawn toward those who take a stand and are willing to lead.

People with strong Command bring decisiveness and emotional clarity. They have the ability to bring to light what is often avoided or unstated. This gives them the ability to resolve conflicts and misunderstandings.